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SIPDIS

DEPARTMENT FOR S/GWI
DEPARTMENT ALSO FOR AF/E AND S/GPI
NAIROBI FOR SOMALIA UNIT

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TAGS: [PREL](#) [KWMN](#) [PHUM](#) [KPAO](#) [EAID](#) [SO](#) [UK](#)
SUBJECT: S/GWI PROJECT PROPOSAL: SOMALIA - SUPPORTING
WOMEN'S ADVANCEMENT

REF: STATE 132094

¶1. With its large Somali Diaspora community and historical connections, the UK is home to many Somali-run non-governmental organizations (NGOs) that deliver development programs with/through/as local organizations in Somalia. Harnessing the capacity of the UK's active and capable Somali community, Embassy London submits the following proposals to promote women's political, economic, and social advancement in Somalia. AF/E and Embassy Nairobi Somalia Unit support these proposals as in line with the USG's policy objectives in Somalia and as a potential model for delivery of development programming in Somalia through Somali Diaspora communities.

¶2. The following projects, listed in rank order, are summaries of the actual proposals submitted. Full-length proposals are available from Embassy London POC Africa Watcher Peter Lord, LordPW@state.gov. Priority list:

- (A) Women's Empowerment Project by Almis Welfare Association
- (B) Nomad International Women's Project
- (C) Policewomen's Training Program by Somaliland International Development Foundation (SIDF)
- (D) Somali Women's Cultural Initiative by Kayd (Somali Artists and Culture)
- (E) Egal Literacy Project by Institute for Female Education and Development

¶3. The project details are as follow:

- (A) Project/Organization: Women's Empowerment Project by Almis Welfare Association

Problem to be Addressed: The Almis Welfare Association Women's Empowerment Project aims to teach basic literacy and self-sufficiency skills and promote gender equity and community development through providing women with basic literacy and tailoring skills. The long-term objective is improved literacy and self-sufficiency among women and to train women to be tailors in order to increase economic and employment opportunities for women in Hargeisa.

Summary of Proposed Program: The Women's Empowerment Project will train 250 adult women in basic literacy, self-sufficiency skills, and tailoring/sewing skills over an 18-month period in Hargeisa. The Almis Welfare Association requests \$64,600 in funding and will contribute \$25,000 in in kind contributions, for implementation of a project totaling approximately \$89,600.

Project Description (activities, outcomes, performance measures): Literacy and related training will be offered to women in the target area over a period of 18 months. Teachers will conduct classes in literacy and tailoring skills on a daily basis, scheduled to accommodate women's daily life activities. Specific project activities and courses include the following: basic literacy skills; intermediate reading skills; beginning composition; reading on health care for women and children; basic math; leadership training; and tailoring skills.

The direct beneficiaries of the project will be the 250 women participants in this project as well as the tutors and trainers who will receive experience. At the end of the period, an evaluation will be conducted to assess the achievements of the program and determine future goals.

The general objectives of the program are (i) to increase literacy and vocational skills among women in Hargeisa; (ii) to implement literacy projects and additional vocational skills for women with a view toward strengthening their effectiveness in community development and preparing them to participate in income-earning activities; (iii) to ensure that women in the target area have the opportunity to engage in economic activities and acquire vocational knowledge and skills; and, (iv) to increase their role in the community leadership.

The specific project objectives include (i) recruiting project staff - three tutors and four trainers - as facilitators of the literacy and vocational skills program (priority will be given to female teachers); (ii)

incorporation of 250 women residents of Hargeisa into the project and achievement of literacy and vocational skills; (iii) assessment of participants at the end of the program. Those who fail the test or drop out will be given additional support appropriate to their needs; and (iv) incorporation of gender equity into all aspects of the projects.

The performance measures for the project are based around the project's core objective of increasing literacy knowledge and tailoring skills. The program also aims to achieve the less-measurable outcomes of increasing the self-esteem and confidence of participants. Ninety percent of participants will be assessed at the end of the program. The project aims to have 80 percent of participants (200 women) within 18 months be considered as literate and have basic skills in tailoring according to criteria set by the Community Education Committee.

From beginning to end, the project will be monitored by the project supervisor who will be responsible for managing the program and the work of the evaluators. The supervisor will also give monthly progress reports to the Almis Welfare Association board of directors.

Management of funds will be the responsibility of the project supervisor, under the supervision of the treasurer of Almis Welfare Association. At the end of the project, an expense report will be made available to funders and any interested parties.

During the period of meetings with the community groups, the supervisor will collect feedback from the participants and the facilitators (teachers), with suggestions for improving the project, in the monthly and final reports.

To monitor the impact on the beneficiaries, Almis Welfare Association will take the following steps:

- Keep detailed records for all teachers and participants;
- Conduct monthly review meetings;
- Conduct appraisals for both teachers and participants;
- Design and print formats for monitoring the progress;
- Interact with the community to ensure their involvement;
- Conduct exams for the participants to check their progress

and performance; and,

- Verify the registers and reports from time to time.

The desired outcomes are (i) increased literacy and vocational skills among women in the target area; (ii) greater confidence and self-sufficiency; and, (iii) improved self-esteem.

Detailed Budget

The project budget includes salaries for teachers/assistants, equipment, utility bills, tea and lunch for students, evaluation of program, books and supplies for the full 18-month duration of the project. All salary costs and some equipment costs included in the budget below will be provided through in-kind contributions by Almis Welfare Association, as noted below. The project request for funding is \$64,600.

1. Direct Staff Salaries

1.1 Project Supervisor - 5,400 In Kind

1.2 Project Accountant - 4,500 In Kind

1.3 Two Project Evaluators - 9,000 - In kind

1.4 Project Worker - 2,700

Subtotal - 21,600 - In kind

2. Office Expendable Supplies

2.1 Stationery (textbooks, pens and notebooks) - 2,500

Subtotal - 2,500

3.0 Nonexpendable Supplies

3.1 Two Computers "Compact Models" - 900 - In kind

3.2 Printer HP Laserjet 1320 - 300 - In kind

3.3 Two Scanners HP 2410 - 200 - In kind

3.4 Internet - 900 - In kind

3.5 Photocopier - 1,100 - In kind

Subtotal - 3,400 - In Kind

4 Project Equipment/Materials and Labor:

4.1 Equipment

4.1.1 Thirty Sewing Machines - 6,900

4.1.2 Twenty-four Cutting Scissors - 100

4.1.3 Ten Garments for women's Rolls - 2,000

4.1.4 Ten Garments for trousers - 1,000

4.1.5 One Box of Technical Needles - 50

4.1.6 Five Boxes of Decorative Ribbon - 50

4.1.7 Five Woofers - 400

Subtotal - 10,500

4.2 School Equipment and Materials

4.2.1 Ten Office Chairs - 300

4.2.2 Ninety Forms - 1,800

4.2.3 Four Office Tables - 400

4.2.4 Four Shelves - 800

4.2.5 Two Filing Cabinet (with Iron) - 600

Subtotal - 3,900.00

4.3 Teachers

4.3.1 Three Teachers - 8,100

4.3.2 Four Assistant Teachers - 7,200

Subtotal - 15,300

5.0 Other Direct Cost

5.1 Lunch and tea (250 for 150 days) - 30,000

5.2 Electricity and Water bill - 1,080

5.3 Telephone Charge - 240

5.4 Watchman -1,080

Subtotal - 32,400

Total Project Cost - 89,600

Almis In-Kind Contribution - 25,000

Total Requested Funding - 64,600

Organization Description: Almis Welfare Association, registered as an NGO in the UK and Somaliland, is a Diaspora-led charitable organization based in the UK. Founded in May 2005, its objectives are promoting education and relieving poverty in Somalia/Somaliland. All the trustees

are originally from Somalia but live and work in the UK. In the four years since, the organization has executed a variety of development projects.

Some of its achievements include the planning and execution of an education project (entitled "Education is a Right, Not a Privilege") which pays school fees for street children and projects for formation of community sewing and carpentry businesses as well as distribution of food to needy people. As a charitable organization, Almis Welfare Association and its branch in Hargeisa, Somaliland, is governed by the charity law. Almis Welfare Association meets the legal and financial requirements for being a charity such as accountability, good governance, and transparency as well as being run for public benefit. Management of Almis Welfare Association (Hargeisa Branch, Ex-National Cinema Road, Salaama Building Flat 201 Hargeisa, Somaliland) consists of a board of Somalia-based professionals and a full-time administrative staff of six.

(B) Project/Organization: Nomad International Women's Project

Problem to be Addressed: The Nomad International Women's Project aims to empower Somali women to participate in local decision-making processes in order to make Somali women informed political actors in the county's democracy. The project will focus on training women to add their voice to local peace and conflict resolution talks, in the establishment and delivery of local services (particularly in health and justice services), and in local policy and decision-making processes. The project also aims to raise awareness of local relevant leaders and decision-makers of women's participation in developing effective policies and services at all level of local governance.

Summary of the Project Proposed: Nomad International will run leadership training to give Somali women the necessary skills and confidence to effectively represent various women's issues and to engage in the full-range of policy debates that take place in various levels of the Somaliland government, including local peace and reconciliation initiatives, establishment of public services, policy-making, shaping existing services and policies, advocating for women's needs to be addressed, and representation of women's issues. The training will focus on the following skills: negotiation, representation, consultation, conflict resolution, communication, and campaigning. The training will target women who are community leaders, politicians, faith group leaders, professionals, civil servants and other women with leadership aspirations.

Proposed Project (activities, outcomes, and performance measures): Sixty women will receive the above-mentioned training. Among those trained, ten will receive additional train-the-trainer training so that they will be able to train other women in the focus skills. The training will be divided into three semesters, in which twenty women will participate. An additional two months of training will be offered to those receiving the train-the-trainers courses. The project will run for 13 months in Somaliland. The project also includes one month of preparation and one month of evaluation. In addition, the project will organize a three-day seminar for local leaders and policy-makers to increase awareness of women's issues and encourage women's participation in local governance.

The outcome of Nomad International's project will be increasing women's participation and influence in front line decision-making processes, policy making, service delivery, development, planning, and conflict resolution initiatives in Somaliland. Through increased women's participation, women's issues and needs will be more effectively addressed and more integrated into service-delivery decisions at all levels.

Nomad International will measure the project's performance by evaluating the increase in the number of women who

participate in local governance decisions, the number of service-delivery decisions influence by women, the number of issues campaigned by women, the number of decision-making opportunities encouraging women's participation, feedback from training participants, and feedback from local leaders and decision-makers.

Detailed budget:

Training cost
Publicity cost - 3,600
Trainers cost - 10,000
Training venue cost - 5,000
Training materials - 2,000
Trainees travel and refreshments cost - 2,500
Trainees accommodation - 5,000

Trainers' training cost
Trainers' cost - 5,000
Training venue cost - 1,500
Training materials - 800
Trainees travel and refreshments cost - 2,500
Trainees accommodation - 1,500

Core cost
Travel cost - 3,500
Management cost - 12,000
Telephone and communication cost - 1,800
Accommodation and subsistence cost - 3,000
Insurance - 2,000

TOTAL (\$) - 64,400

Organization description: Nomad International is a registered charitable organization in the UK and is part of a network of Somali youth organizations that share the same name and have offices in Holland and Somaliland. The network of independently operated organizations share a common Diaspora identity and have a sense of transnational responsibilities which enables them to connect and collectively contribute to the development of health and education projects. Its vision is to support successful and rewarding governance, health, and education projects that not only address the key issues of concern to the Somali people but also strive to find solutions. Comprised mainly of young professionals, Nomad international concentrates its activities mainly on education and health, primarily in Somaliland and the UK. Current projects include health and education initiatives at Hargeisa Hospital, Burao Hospital, Erigaabo Health Center -- described in detail on the website: www.nomadinternational.org.

(C) Project/organization: Policewomen's Training Program by Somaliland International Development Foundation (SIDF)

Problem to Be Addressed: To equalize women's access to fair policing and justice, promote women's rights, and increase awareness of issues related to gender-based violence by training policewomen in Somaliland in the areas of judiciary and law enforcement to address security and radicalization issues.

Summary of Proposed Program: The project will equip Somaliland police women with the training to respond to routine policing and justice issues in order to improve women's access to justice, legal mechanisms, and fair policing. The project also seeks to raise awareness of women's violence issues, such as gender-based violence, and to improve community safety.

Project Description (activities, outcomes, performance measures): The project's activities and course work for participants is as follows: interview techniques; non-verbal communication awareness; incident and familial trait recognition; search and physical inspection procedures; weapon recognition and awareness; basic trauma medical

knowledge; introduction and use of reporting and statement documents; statement retrieval and collation; collection, preservation and continuity of the exhibit/evidence process; and, court procedure and evidence delivery.

The desired outcomes include enabling the Somaliland policewomen to initiate and maintain a women-based community and village awareness network, which equips local women with a sense of community empowerment, the sense of responsibility for the community's security and protection, and continued awareness for any external terrorist or criminal influence.

The performance measures have been established and will be monitored by the Faculty of Law and Sharia Criminal Justice and Police Science, Gollis University. This institution is currently responsible for the country's graduate-level police education programs and quality assurance mechanisms.

The instructional expertise and syllabus content will be provided by Triton International Ltd., a UK-based risk and security management company, with expert trainers from international law enforcement agencies. Triton specializes in public sector training programs in the security and law enforcement sector. In Somaliland, Triton is currently partnering with the Somaliland Ministry of Interior, training and operationally mentoring the Coast Guard in coastal defense, fisheries protection and anti-piracy operations, in support of the International Naval Task Forces in the region.

The program will be a modular format, with the skillsets taught on rotation and in conjunction with the current graduate law enforcement programs at Gollis University. Each module is one week in duration. The collective modules, when delivered in series, form a total of eight weeks.

Detailed budget: The budget will cover the following costs: travel to and flights to Hargeisa; in-country transport and security; accommodation; food; instructor wages; and, training aids and resources. The project seeks funding of USD 100,000, to be expended along the following lines:

- Travel and Flights - 12,000
- Transport and Security - 5,040
- Accommodation - 11,000
- Food - 4,480.00
- Local and International Training Resources (International Trainers, Interpreters, Local Police Instructors and University Lecturers) Fees - 67,200
- Training Aids & Resources - 280.00

SIDF would like to hold the funding in the UK in escrow, with tranche release for the following accountable phases of the program: Initial Program Administration and Travel to Somaliland; In-Country Administration and Program Initiation; Specific Module Delivery; Verification of Delivery, QA and Exercise Schedule per Module Completion; and Final Program Completion and Departure from Somaliland.

Description of the Organization: The Somaliland International Development Foundation seeks to source international funding and identify relevant and critical assistance for development and humanitarian aid programs. The organization focuses on projects that encourage Somalis within the Diaspora to use their skills to develop Somalia economically and politically. The organization is new and is in the process of registering as a charity in the UK. The founders are a group of UK-based Somali Diaspora with a long history of experience working with and for charity and policy advocacy institutions.

(D) Project/Organization: Somali Women's Cultural Initiative by Kayd (Somali Artists and Culture)

Problem to Be Addressed: Kayd's Women's Cultural Initiative aims to increase women's literacy and political empowerment by supporting female writers and cultural events focused on

women's issues.

Summary of Proposed Program: The Somali Women's Cultural Initiative 2010-11 seeks to promote literacy, female leadership, and economic opportunity while addressing gender-based violence (GBV) issues and women's empowerment issues through increasing the public space for women in the arts. The proposed project will deliver one year of cultural activities relevant to issues facing Somali women, culminating in a cultural festival based in Somaliland during the summer of 2011. The activities will include creative activities in support of women writers, publication of two books (a collection of stories by great Somali women writers and a collection of short stories and poems by new Somali female writers); presentations by well-known Somali female authors living in the Diaspora; and, a Somali Women's Festival in Hargeisa, Somaliland during the summer of 2011.

Project Description (including specific activities, outcomes, and performance measures): The project will deliver one year of activities relating to arts and culture relevant to the issues facing Somali women and will include the following activities: collecting stories by well-known, largely unpublished Somali female writers; events to encourage young female talent; theater presentations featuring women writers and actors; workshop to discuss and critique literature by female writers; lectures by prominent Somali Diaspora writers; and discussion groups on music and poetry. The climax of the project will be the three-day Somali Women's Cultural Festival, modeled after the successful Somali Week/Mooge Festivals which Kayd has organized in London and Hargeisa. The festival will have a broad combination of poetry, debates on development and social change, literature, music, film and other media, all of which will focus around the theme of gender balance and freedom of expression. The festival will call on Somali intellectuals to re-engage in cultural works and also engage with females (youth, artists, writer and journalists) to re-popularize culture, theater, and music with ordinary people.

Kayd's desired outcomes are to bring back into people's consciousness the importance that art and artistic expressions have played in Somali culture and to promote and encourage the role of women in the community to illustrate and thereby promote alleviation of the constraints they face in their lives. Specifically, the project aims to:

- Develop intercontinental links between females in the Diaspora and Somalia to develop the culture of female Somalis living in Somali territories and in the Diaspora;
- Creating a vibrant platform from which Somali women can come together to enjoy performance, celebrate their culture, learn, discuss and debate themes surrounding gender and artistic freedom of expression; and,
- Develop literacy and an interest in reading amongst women.

The project's performance measure will be as follows: reviews of the ten arts events to be delivered over the course of the project; development and presentation of the two publications; and the mounting of the three-day summer festival.

Detailed budget:

Salary Costs

Project Coordinator - 8,605
Event Organizer - 17,550
Sub-total - 26,155

Administration and Staff Costs

Administrative Support - 5,500
Books Design - 4,000
Technical Crew and Operators - 800
Editing and Review - 2,000
Sub-total - 12,300

Office Space

Rental of Office Space - 4,500

Production, Marketing, and Logistics

Regional Events - 9,000

Rent for festival hall space - 1,000

Transport and accommodation for presenters - 4,410

Gratuities and honorariums for speakers - 3,000

Banners and decorations - 1,000

Media cover - 1,000

Sound system rental - 700

Sub-total - 20,110

Materials and Document Production

Book publications - 15,000

Photography - 500

Filming and editing - 2,000

Subtotal - 17,500

International Speakers

Flights for visiting writers and speakers - 5,000

Accommodation and per diem for international visitors - 5,000

Sub-total - 10,000

Overall Total - 90,565

Description of the Organization: Kayd, a registered UK charity (and in the process of registering in Somaliland), seeks to contribute to the creation of a culture of tolerance in Somali culture. Kayd encourages and promotes democratic values and respect for others in the Somali communities by working to inspire liberal thoughts and values, particularly in promoting freedom of expression through artistic freedom. Kayd promotes Somali art and culture through a broad combination of poetry, literature, music, film and discussions. It focuses largely, but not exclusively, on issues relating to gender equality and active citizenship, with particular attention paid to how they affect young people. In 2009 it delivered: (i) Somali Week Festival (SWF), an eclectic mix of events including, poetry, literature and music focused on censorship through a total of twelve events for different audiences; (ii) Somali Week Mooge Festival and Hargeisa International Book Fair, a six-day program designed to develop cultural and religious tolerance amongst some in Somali society in Somali territories -- the first festival to be held in Somaliland for 20 years, attracting over 12,000 people; (iii) production of a magazine for the Somali Week Festival and for the sister festival in Somaliland (the Mooge Festival and Hargeisa International Book Fair). The following institutions have supported Kayd's programming: BBC Somali section, VOA (Voice of America), the Frank Haines Memorial Trust, the United Nations Development Program (UNDP), the UK Arts Council, SOAS Somali Student Union, and various media Somali media houses.

(E) Project/Organization: Egal Literacy Project by the Institute for Female Education and Development (IFED)

Problem to be Addressed: The Egal Literacy Project seeks to improve women's basic literacy and basic math through free adult education courses offered to women in Hargeisa, Somalia. The literacy and math curriculum will also carry themes drawn from Islamic teachings about promotion of women's education and involvement in social, economic, and political life to support women's empowerment.

Summary of Proposed Program: The Egal Literacy Project will open a literacy center in Hargeisa, Somalia, specifically and exclusively designed to teach women basic literacy and math skills. IFED plans to generate interest and awareness through targeted radio advertisements and through leveraging its already established women's groups. A key component of the course will include train-the-trainers education so that women in the program will be in a position to transmit the literacy and math skills they learn to other women in their social and family groups.

Project Description (activities, outcomes, performance measures): The main activity will be literacy and basic math courses offered for free five mornings a week in the center. Two courses will run concurrently to meet the needs of basic and more advanced learners, offered in a facility IFED plans to rent. IFED plans to train 90 women on a first-come, first-served basis in three-month semesters. Four semesters will be offered during the 12-month duration of the project. Upon signing up for the courses, each woman will receive an assessment of her individual literacy and math skills and will be placed in an appropriate level. In order to assess

the outcome of increased basic literacy and math skills, each student will undergo a final assessment. IFED also plans to follow up with students after completion of the course to see how they use the skills learned. Project performance measures will include data on demand for courses, student attendance, student performance on final assessments as compared to entry assessments, and qualitative data about impact on lifestyle. The qualitative data about the impact on the women's lifestyle will also be used to make assessments on how empowered the women feel after completion of the program. The curriculum will also encourage passing on the skills learned to other women. IFED will survey successful students on the volunteer projects they undertake.

This funding will provide the necessary seed money for the initial start of the program. IFED plans to rent out the facilities to other women's groups and civil organizations in the afternoons and evenings, as the IFED project will only use the instructional facilities in the mornings, in order to fund continuation of the program.

Detailed budget:

Direct Labor Cost

Project Manager - 30,000
Curriculum Developer - 14,016
Lead Instructor - 6,600
Instructor - 6,000
Instructor - 6,000
Admin Assistant - 4,800
Three Cafeteria staff/cleaners - 3,000
Two Security guard - 2,400

Infrastructure

Rent - 12,000
Electricity - 2,400
Telephone - 1,200
Internet - 1,800
Class and Office Furniture- 5,000
Computer Equipment - 3,400
Advertising - 1,404

Total - 100,000

Organization Description: Founded in 2008, the Institute for Female Education and Development (IFED) was set up to create education projects that will enable the women of Somaliland to make contributions to the reconstruction and development of Somalia. Registered as an NGO in Somaliland, IFED seeks to promote Islamic teachings that encourage women's education, by furthering women's involvement in private sector ventures, and by advocating for government and business policies that reducing the "absenteeism" of women in commercial and political life in Somalia. IFED started as home-based women's groups and networks and is currently working to open a women's boarding school in Hargeisa through the African Education Trust, a UK-based charity. The Egal Literacy Project will be an expansion of IFED's current programming. Mrs. Odowa Nielsen, as project director, is uniquely poised to deliver on the curriculum, oversight and operation of this project because of her background in setting up female genital mutilation (FGM) clinics in the UK for the Somali Diaspora community and her work as a mental health care professional in the UK working to help Somali immigrants adjust to life in the UK. Mrs. Odowa Nielsen will

serve as the Project Director and will be based in Hargeisa for the duration of the project.

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